Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		228 617	250 250	264 309	295 444	287 715	286 719	270 600	287 128	305 276
Pension and UIF Contributions		12 616	13 312	12 407	13 121	12 121	12 212	61 341	65 197	69 363
Medical Aid Contributions		2 252	2 607	3 093	3 051	2 700	2 694	3 081	3 279	3 492
Motor Vehicle Allowance		27 914	28 687	30 162	26 136	25 229	25 734	29 341	30 972	32 821
Cellphone Allowance		6 455	10 270	10 160	16 938	16 223	16 345	17 364	18 370	19 471
Housing Allowances		694	988	1 343	1 629	1 403	1 403	1 537	1 630	1 727
Other benefits and allowances		14 693	18 055	22 715	20 448	26 234	26 202	20 449	21 791	23 101
Sub Total - Councillors		293 240	324 169	344 190	376 766	371 626	371 309	403 712	428 366	455 253
% increase	4		10.5%	6.2%	9.5%	(1.4%)	(0.1%)	8.7%	6.1%	6.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		155 110	182 981	193 840	173 066	172 890	172 850	183 592	196 832	210 401
Pension and UIF Contributions		11 662	13 506	14 542	14 733	14 379	14 382	15 559	16 677	18 013
Medical Aid Contributions		1 929	2 319	1 912	3 228	3 053	3 113	3 101	3 305	3 520
Overtime		22	64	59						
Performance Bonus		4 548	4 609	5 372	6 932	6 990	7 012	7 449	7 621	8 133
Motor Vehicle Allowance		10 460	11 676	13 288	12 965	13 250	13 250	13 976	14 816	15 713
Cellphone Allowance		754	890	1 062	1 087	1 210	1 215	1 235	1 309	1 386
Housing Allowances		890	1 052	1 294	1 609	1 598	1 598	1 513	1 709	1 813
Other benefits and allowances		3 296	3 510	1 776	4 147	5 368	5 368	2 288	2 430	2 582
Payments in lieu of leave		1 414	460	862	70	78	78	175	183	191
Long service awards		240	69	187	29	29	29	407		
Post-retirement benefit obligations		413	1 416	337	97	97	97			
Sub Total - Senior Managers of Municipality		190 737	222 553	234 529	217 962	218 943	218 993	229 294	244 883	261 752
% increase	4		16.7%	5.4%	(7.1%)	0.4%		4.7%	6.8%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		6 942 808	7 180 633	8 135 831	9 599 401	9 607 617	9 605 476	10 283 440	11 186 630	12 230 221
Pension and UIF Contributions		1 119 781	1 247 635	1 329 306	1 706 177	1 684 804	1 684 697	1 881 496	2 041 647	2 208 441
Medical Aid Contributions		590 942	662 156	710 836	816 421	812 990	813 402	891 810	972 621	1 052 396
Overtime		488 391	541 059	587 188	571 295	640 182	645 619	616 323	660 629	691 958
Performance Bonus		35 127	34 887	35 832	31 831	30 171	30 171	32 899	35 119	37 476
Motor Vehicle Allowance		307 711	318 886	329 287	364 153	367 891	367 952	375 539	402 392	431 958
Cellphone Allowance		19 378	21 130	21 638	23 291	24 245	24 265	26 578	28 515	30 640
Housing Allowances		48 338	44 702	47 676	51 639	89 323	89 347	106 573	115 890	124 302
Other benefits and allowances		356 325	415 217	441 272	472 162	486 732	487 247	541 594	587 844	649 835
Payments in lieu of leave		126 173	183 619	130 670	159 957	161 580	161 638	177 842	193 526	208 735
Long service awards		92 851	37 885	35 149	82 817	85 462	85 462	79 044	83 644	90 200
Post-retirement benefit obligations		619 287	1 574 507	132 114	311 197	323 652	323 652	354 459	364 365	386 884
Sub Total - Other Municipal Staff		10 545 382	12 045 976	11 707 873	13 921 794	14 063 715	14 067 994	15 095 860	16 394 034	17 847 957
% increase	4		14.2%	(2.8%)	18.9%	1.0%		7.3%	8.6%	8.9%
Total Parent Municipality		11 003 156	12 558 261	12 254 773	14 491 381	14 619 719	14 623 732	15 693 371	17 030 589	18 527 003
% increase	4		14.1%	(2.4%)	18.3%	0.9%		7.3%	8.5%	8.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		208	445	356	873	873	873	1 054	1 387	1 477
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		208	445	356	873	873	873	1 054	1 387	1 477
% increase	4		113.9%	(20.0%)	145.2%			20.7%	31.6%	6.5%
Senior Managers of Entities										
Basic Salaries and Wages		5 946	4 850	6 057	6 469	6 709	6 709	7 145	7 609	8 104
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		5 946	4 850	6 057	6 469	6 709	6 709	7 145	7 609	8 104
% increase	4		(18.4%)	24.9%	6.8%	3.7%		6.5%	6.5%	6.5%
Other Staff of Entities										
Basic Salaries and Wages		30 798	36 868	37 960	46 959	48 779	48 779	66 124	84 897	90 415
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		30 798	36 868	37 960	46 959	48 779	48 779	66 124	84 897	90 415
% increase	4		19.7%	3.0%	23.7%	3.9%		35.6%	28.4%	6.5%
Total Municipal Entities		36 952	42 163	44 373	54 301	56 361	56 361	74 323	93 893	99 996
TOTAL SALARY, ALLOWANCES & BENEFITS		11 040 108	12 600 424	12 299 146	14 545 682	14 676 080	14 680 093	15 767 694	17 124 482	18 626 999
% increase	4		14.1%	(2.4%)	18.3%	0.9%		7.4%	8.6%	8.8%
TOTAL MANAGERS AND STAFF	5	10 753 744	12 283 742	11 962 704	14 176 717	14 312 256	14 316 586	15 372 038	16 704 349	18 180 430

Western Cape: Cape Town(CPT) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		98 484	104 001	109 939	118 539	118 539	118 539	82 429	87 787	93 493
Pension and UIF Contributions		4 488	4 583	4 692	5 298	5 298	5 298	54 286	57 814	61 572
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					5 327	5 327	5 327	5 184	5 521	5 879
Housing Allowances										
Other benefits and allowances		8 701	11 125	13 781	10 147	10 147	10 147	9 154	9 760	10 395
Sub Total - Councillors		111 673	119 709	128 412	139 311	139 311	139 311	151 053	160 882	171 339
% increase	4		7.2%	7.3%	8.5%			8.4%	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		18 616	20 746	20 347	22 929	22 929	22 929	22 462	24 080	25 669
Pension and UIF Contributions		1 385	1 322	1 359	1 504	1 504	1 504	1 362	1 460	1 557
Medical Aid Contributions		243	226	215	232	232	232	223	239	255
Overtime										
Performance Bonus										
Motor Vehicle Allowance		445	456	568	614	614	614	567	608	648
Cellphone Allowance				122	180	180	180	191	205	219
Housing Allowances										
Other benefits and allowances		30	338	74	82	82	82	69	73	78
Payments in lieu of leave				408						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		20 719	23 088	23 093	25 541	25 541	25 541	24 874	26 665	28 426
% increase	4		11.4%		10.6%			(2.6%)	7.2%	6.6%
Other Municipal Staff										
Basic Salaries and Wages		4 845 122	4 889 922	5 722 147	6 780 959	6 801 730	6 800 753	7 242 965	7 924 716	8 720 009
Pension and UIF Contributions		753 001	839 455	910 752	1 221 469	1 207 283	1 207 530	1 353 454	1 477 230	1 604 301
Medical Aid Contributions		439 331	492 621	546 210	601 139	601 145	601 375	657 553	718 052	779 809
Overtime		335 100	359 418	389 657	401 992	450 727	456 044	428 072	467 455	507 656
Performance Bonus										
Motor Vehicle Allowance		179 998	186 485	189 840	202 120	202 747	202 819	205 766	222 022	241 128
Cellphone Allowance		13 367	13 704	13 569	14 170	15 004	15 022	16 545	17 935	19 481
Housing Allowances		29 266	26 512	28 439	28 727	53 364	53 364	55 668	60 790	66 018
Other benefits and allowances		172 522	198 172	186 332	208 053	204 683	204 957	228 584	249 616	271 084
Payments in lieu of leave		81 997	134 127	84 746	114 587	114 559	114 517	125 376	136 911	148 685
Long service awards		73 013	17 824	19 968	58 800	58 800	58 800	51 078	55 777	60 574
Post-retirement benefit obligations		502 763	1 459 526	6 191	189 951	189 951	189 951	207 636	219 056	231 104
Sub Total - Other Municipal Staff		7 425 480	8 617 766	8 097 851	9 821 967	9 899 993	9 905 132	10 572 697	11 549 560	12 649 849
% increase	4		16.1%	(6.0%)	21.3%	0.8%	0.1%	6.7%	9.2%	9.5%
Total Parent Municipality		7 557 872	8 760 563	8 249 356	9 986 819	10 064 845	10 069 984	10 748 624	11 737 107	12 849 614
% increase	4		15.9%	(5.8%)	21.1%	0.8%	0.1%	6.7%	9.2%	9.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		208	445	356	873	873	873	1 054	1 387	1 477
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		208	445	356	873	873	873	1 054	1 387	1 477
% increase	4		113.9%	(20.0%)	145.2%			20.7%	31.6%	6.5%
Senior Managers of Entities										
Basic Salaries and Wages		5 946	4 850	6 057	6 469	6 709	6 709	7 145	7 609	8 104
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		5 946	4 850	6 057	6 469	6 709	6 709	7 145	7 609	8 104
% increase	4		(18.4%)	24.9%	6.8%	3.7%		6.5%	6.5%	6.5%
Other Staff of Entities										
Basic Salaries and Wages		30 798	36 868	37 960	46 959	48 779	48 779	66 124	84 897	90 415
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		30 798	36 868	37 960	46 959	48 779	48 779	66 124	84 897	90 415
% increase	4		19.7%	3.0%	23.7%	3.9%		35.6%	28.4%	6.5%
Total Municipal Entities		36 952	42 163	44 373	54 301	56 361	56 361	74 323	93 893	99 996
TOTAL SALARY, ALLOWANCES & BENEFITS		7 594 824	8 802 726	8 293 729	10 041 120	10 121 206	10 126 345	10 822 947	11 831 000	12 949 610
% increase	4		15.9%	(5.8%)	21.1%	0.8%	0.1%	6.9%	9.3%	9.5%
TOTAL MANAGERS AND STAFF	5	7 482 943	8 682 572	8 164 961	9 900 936	9 981 022	9 986 161	10 670 840	11 668 731	12 776 794

Western Cape: Matzikama(WC011) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 491	4 051	4 448	4 829	4 829	4 829	5 119	5 436	5 757
Pension and UIF Contributions		290	455	435	476	434	434	460	489	517
Medical Aid Contributions		27	80	106	128	128	128	130	138	146
Motor Vehicle Allowance		616	414	345	365	351	351	387	411	435
Cellphone Allowance		216	301	310	352	352	352	373	396	419
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 641	5 301	5 642	6 150	6 094	6 094	6 469	6 870	7 275
% increase	4		14.2%	6.4%	9.0%	(0.9%)		6.2%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 853	2 528	3 755	3 692	4 157	4 157	4 606	4 882	5 175
Pension and UIF Contributions		482	595	627	666	683	683	752	797	845
Medical Aid Contributions		168		172	259	184	184	193	204	217
Overtime										
Performance Bonus		229				430	430	760	806	854
Motor Vehicle Allowance		383	639	484	479	531	531	523	554	587
Cellphone Allowance										
Housing Allowances		103			104					
Other benefits and allowances		37			239					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 256	3 762	5 037	5 438	5 984	5 984	6 833	7 243	7 678
% increase	4		(11.6%)	33.9%	8.0%	10.0%		14.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		47 710	50 868	54 592	61 899	60 586	60 586	66 192	70 879	75 897
Pension and UIF Contributions		8 531	8 179	8 905	11 019	10 918	10 918	12 167	13 026	13 946
Medical Aid Contributions		1 918	2 290	2 476	3 274	3 311	3 311	3 536	3 785	4 052
Overtime		1 662	2 246	2 839	2 579	2 807	2 807	2 807	3 003	3 213
Performance Bonus		(229)				(430)	(430)			
Motor Vehicle Allowance		2 461	2 544	2 756	3 909	3 763	3 763	3 772	4 041	4 329
Cellphone Allowance		6	6	6	3	132	132	122	131	140
Housing Allowances		134	165	205	268	840	840	791	847	906
Other benefits and allowances		1 850	2 044	2 178	2 314	2 557	2 557	2 599	2 781	2 975
Payments in lieu of leave		428	897	972	530	530	530	972	1 040	1 113
Long service awards										
Post-retirement benefit obligations		1 295	1 337	1 400	1 521	1 693	1 693	1 795	1 921	2 055
Sub Total - Other Municipal Staff		65 765	70 575	76 329	87 317	86 708	86 708	94 752	101 453	108 628
% increase	4		7.3%	8.2%	14.4%	(0.7%)		9.3%	7.1%	7.1%
Total Parent Municipality		74 662	79 638	87 008	98 905	98 786	98 786	108 055	115 567	123 581
% increase	4		6.7%	9.3%	13.7%	(0.1%)		9.4%	7.0%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		74 662	79 638	87 008	98 905	98 786	98 786	108 055	115 567	123 581
% increase	4		6.7%	9.3%	13.7%	(0.1%)		9.4%	7.0%	6.9%
TOTAL MANAGERS AND STAFF	5	70 021	74 336	81 366	92 755	92 692	92 692	101 586	108 697	116 306

Western Cape: Cederberg(WC012) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 327	2 954	3 150	3 210	3 210	3 210	3 474	3 700	3 941
Pension and UIF Contributions		109	233	338	379	379	379	387	412	439
Medical Aid Contributions		17	67	81	97	97	97	125	133	142
Motor Vehicle Allowance		701	529	572	552	552	552	469	499	532
Cellphone Allowance		67	43	30	23	23	23	22	24	25
Housing Allowances										
Other benefits and allowances		236	250	136	413	413	413			
Sub Total - Councillors		3 457	4 076	4 307	4 674	4 674	4 674	4 478	4 769	5 079
% increase	4		17.9%	5.7%	8.5%			(4.2%)	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 549	3 566	3 526	3 625	3 625	3 625	3 830	4 079	4 345
Pension and UIF Contributions		651	653	627	675	675	675	345	367	391
Medical Aid Contributions			18		20	20	20	31	33	35
Overtime										
Performance Bonus		226		414				455	484	516
Motor Vehicle Allowance		638	635	571	631	631	631	1 096	1 167	1 243
Cellphone Allowance								38	40	43
Housing Allowances		72	60	72	72	72	72	217	231	246
Other benefits and allowances		5	717		319	2 204	2 204	62	66	71
Payments in lieu of leave				186						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 141	5 649	5 396	5 341	7 226	7 226	6 073	6 468	6 888
% increase	4		9.9%	(4.5%)	(1.0%)	35.3%		(16.0%)	6.5%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		37 355	38 450	40 165	37 297	37 720	37 720	43 158	45 964	48 951
Pension and UIF Contributions		712	5 773	6 781	6 079	6 488	6 488	7 023	7 480	7 966
Medical Aid Contributions		3 000	1 704	2 495	2 601	2 442	2 442	2 983	3 177	3 383
Overtime		1 918		3 055	2 250	2 961	2 961	1 900	2 024	2 155
Performance Bonus		2 544	2 115							
Motor Vehicle Allowance		4 022	2 196	3 152	3 309	3 289	3 289	3 244	3 454	3 679
Cellphone Allowance								188	200	213
Housing Allowances		230	235	285	170	740	740	663	706	752
Other benefits and allowances		2 307	5 720	7 746	5 777	7 891	7 891	6 104	6 501	6 924
Payments in lieu of leave										
Long service awards			504	252				344	367	390
Post-retirement benefit obligations		1 000	605	1 652	1 250	1 925	1 925	2 099	2 235	2 381
Sub Total - Other Municipal Staff		53 089	57 302	65 582	58 733	63 455	63 455	67 707	72 108	76 795
% increase	4		7.9%	14.4%	(10.4%)	8.0%		6.7%	6.5%	6.5%
Total Parent Municipality		61 687	67 027	75 286	68 748	75 355	75 355	78 257	83 344	88 762
% increase	4		8.7%	12.3%	(8.7%)	9.6%		3.9%	6.5%	6.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 687	67 027	75 286	68 748	75 355	75 355	78 257	83 344	88 762
% increase	4		8.7%	12.3%	(8.7%)	9.6%		3.9%	6.5%	6.5%
TOTAL MANAGERS AND STAFF	5	58 230	62 951	70 978	64 074	70 681	70 681	73 780	78 576	83 683

Western Cape: Bergrivier(WC013) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 684	3 277	3 417	3 648	3 427	3 427	3 649	3 868	4 100
Pension and UIF Contributions		292	317	336	338					
Medical Aid Contributions		35	35	35	32			35	37	39
Motor Vehicle Allowance		1 041	730	871	922	871	871	928	984	1 043
Cellphone Allowance		206	171	190	334	276	276	271	287	304
Housing Allowances										
Other benefits and allowances			205							
Sub Total - Councillors		4 257	4 735	4 849	5 274	4 573	4 573	4 883	5 176	5 486
% increase	4		11.2%	2.4%	8.8%	(13.3%)		6.8%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 329	2 615	2 827	2 969	2 969	2 969	2 716	2 878	3 051
Pension and UIF Contributions		493	564	565	542	542	542	496	525	557
Medical Aid Contributions		147	125	127	133	133	133	141	149	158
Overtime										
Performance Bonus										
Motor Vehicle Allowance		341	434	377	399	399	399	303	322	341
Cellphone Allowance										
Housing Allowances		281	255	253	268	268	268	263	279	296
Other benefits and allowances		641	257	239	303	303	303	284	301	319
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 233	4 248	4 388	4 613	4 613	4 613	4 202	4 455	4 722
% increase	4		0.4%	3.3%	5.1%			(8.9%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		45 546	49 822	51 061	57 566	55 015	55 015	62 942	66 719	71 490
Pension and UIF Contributions		8 140	8 689	8 759	10 566	9 651	9 651	11 665	12 365	13 108
Medical Aid Contributions		3 168	3 434	3 840	5 300	5 371	5 371	6 017	6 380	6 763
Overtime		2 699	2 935	3 354	3 287	4 765	4 765	3 502	3 712	3 936
Performance Bonus										
Motor Vehicle Allowance		2 958	2 952	3 132	3 353	3 586	3 586	3 532	3 743	3 968
Cellphone Allowance										
Housing Allowances		206	217	241	229	1 095	1 095	875	924	967
Other benefits and allowances		2 872	3 575	8 743	9 706	9 768	9 768	11 470	12 155	12 882
Payments in lieu of leave		889	751	880	529	265	265	493	522	553
Long service awards		386	516	378	781	1 155	1 155	853	910	969
Post-retirement benefit obligations		1 063	1 224	1 754	1 915	1 927	1 927	2 101	2 244	2 397
Sub Total - Other Municipal Staff		67 928	74 114	82 143	93 233	92 599	92 599	103 450	109 673	117 032
% increase	4		9.1%	10.8%	13.5%	(0.7%)		11.7%	6.0%	6.7%
Total Parent Municipality		76 417	83 098	91 380	103 120	101 785	101 785	112 536	119 304	127 240
% increase	4		8.7%	10.0%	12.8%	(1.3%)		10.6%	6.0%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		76 417	83 098	91 380	103 120	101 785	101 785	112 536	119 304	127 240
% increase	4		8.7%	10.0%	12.8%	(1.3%)		10.6%	6.0%	6.7%
TOTAL MANAGERS AND STAFF	5	72 161	78 363	86 531	97 846	97 212	97 212	107 653	114 128	121 754

Western Cape: Saldanha Bay(WC014) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		5 849	6 000	6 265	7 347	6 844	6 844	7 138	7 566	8 020
Pension and UIF Contributions		284	290	211	348	348	348	228	242	256
Medical Aid Contributions		62	62	64	70	70	70	116	123	130
Motor Vehicle Allowance		996	1 024	1 036	668	1 068	1 068	1 182	1 253	1 328
Cellphone Allowance		369	511	522	620	620	620	563	597	633
Housing Allowances		306	404	463	475	475	475	575	610	646
Other benefits and allowances			76	81	87	87	87	81	86	91
Sub Total - Councillors		7 867	8 368	8 642	9 615	9 512	9 512	9 884	10 477	11 105
% increase	4		6.4%	3.3%	11.3%	(1.1%)		3.9%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 215	3 107	3 946	4 642	4 490	4 490	4 785	4 999	5 374
Pension and UIF Contributions		540	537	698	845	847	847	870	909	978
Medical Aid Contributions		101	100	104	109	110	110	118	125	134
Overtime										
Performance Bonus		272								
Motor Vehicle Allowance		825	759	919	1 010	1 030	1 030	1 084	1 162	1 249
Cellphone Allowance		10	25	35	50	54	54	46	50	53
Housing Allowances		184	191	212	218	248	248	247	369	397
Other benefits and allowances		648	142	89	79	214	214	112	115	124
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 795	4 861	6 003	6 954	6 993	6 993	7 261	7 729	8 309
% increase	4		(16.1%)	23.5%	15.8%	0.6%		3.8%	6.4%	7.5%
Other Municipal Staff										
Basic Salaries and Wages		130 352	131 738	142 336	177 007	174 671	174 671	177 279	188 252	202 197
Pension and UIF Contributions		23 268	26 035	28 173	30 319	29 445	29 445	31 342	33 423	35 931
Medical Aid Contributions		11 042	7 244	7 988	8 835	9 194	9 194	10 305	10 554	11 346
Overtime		11 385	13 127	13 516	11 363	14 555	14 555	10 323	10 943	11 599
Performance Bonus		11 106	10 701	11 567						
Motor Vehicle Allowance		5 943	8 509	11 048	12 307	11 967	11 967	14 366	14 967	16 090
Cellphone Allowance		103	596	901	878	961	961	1 045	1 112	1 196
Housing Allowances		688	671	751	921	2 397	2 397	2 210	1 767	1 899
Other benefits and allowances		3 535	9 576	10 360	12 232	15 192	15 192	27 767	29 559	31 777
Payments in lieu of leave			2 163	2 637	2 489	2 489	2 489	2 663	2 863	3 077
Long service awards			1 834	139	718	776	776	1 072	951	1 022
Post-retirement benefit obligations			3 198	7 376	3 915	3 915	3 915	5 601	5 938	6 294
Sub Total - Other Municipal Staff		197 420	215 392	236 792	260 984	265 561	265 561	283 972	300 328	322 428
% increase	4		9.1%	9.9%	10.2%	1.8%		6.9%	5.8%	7.4%
Total Parent Municipality		211 082	228 622	251 436	277 553	282 066	282 066	301 117	318 533	341 842
% increase	4		8.3%	10.0%	10.4%	1.6%		6.8%	5.8%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		211 082	228 622	251 436	277 553	282 066	282 066	301 117	318 533	341 842
% increase	4		8.3%	10.0%	10.4%	1.6%		6.8%	5.8%	7.3%
TOTAL MANAGERS AND STAFF	5	203 215	220 254	242 795	267 938	272 554	272 554	291 234	308 057	330 736

Western Cape: Swartland(WC015) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 919	4 793	5 106	6 116	6 116	6 116	5 493	5 822	6 172
Pension and UIF Contributions		588	720	766	837	837	837	824	873	926
Medical Aid Contributions		334	218	255	284	284	284	331	350	371
Motor Vehicle Allowance		1 533	1 495	1 568	1 746	1 746	1 746	2 048	2 171	2 301
Cellphone Allowance		329	478	478	547	547	547	547	580	615
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 703	7 703	8 174	9 530	9 530	9 530	9 243	9 797	10 385
% increase	4		14.9%	6.1%	16.6%			(3.0%)	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 723	5 060	5 581	5 602	5 602	5 602	7 040	7 684	8 291
Pension and UIF Contributions		845	973	1 117	1 265	1 265	1 265	1 290	1 367	1 448
Medical Aid Contributions		329	272	271	310	310	310	313	341	372
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 080	1 046	960	851	851	851	764	810	858
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		196	188	278	583	583	583	289	300	312
Payments in lieu of leave										
Long service awards		212	69	114				297		
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 385	7 609	8 320	8 611	8 611	8 611	9 993	10 501	11 280
% increase	4		3.0%	9.3%	3.5%			16.0%	5.1%	7.4%
Other Municipal Staff										
Basic Salaries and Wages		71 410	76 774	82 379	93 467	95 351	95 351	105 319	113 988	123 287
Pension and UIF Contributions		11 621	12 293	13 146	15 105	15 433	15 433	15 888	16 693	17 622
Medical Aid Contributions		5 071	5 525	6 176	6 945	6 945	6 945	8 542	9 256	10 090
Overtime		4 214	4 465	4 830	4 486	4 486	4 486	5 355	6 076	6 017
Performance Bonus										
Motor Vehicle Allowance		5 248	5 770	5 726	7 378	7 827	7 827	8 166	8 666	9 078
Cellphone Allowance										
Housing Allowances		441	413	445	700	946	946	1 561	1 664	1 764
Other benefits and allowances		5 960	6 422	6 194	6 117	5 875	5 875	7 869	8 342	8 798
Payments in lieu of leave		602	1 465	1 016	1 217	1 217	1 217	1 302	1 393	1 491
Long service awards		2 911	947	808	1 814	1 814	1 814	797	446	997
Post-retirement benefit obligations		10 957	7 348	6 192	10 866	10 866	10 866	10 866	6 935	7 638
Sub Total - Other Municipal Staff		118 435	121 422	126 910	148 095	150 760	150 760	165 665	173 460	186 781
% increase	4		2.5%	4.5%	16.7%	1.8%		9.9%	4.7%	7.7%
Total Parent Municipality		132 523	136 734	143 404	166 236	168 902	168 902	184 900	193 759	208 447
% increase	4		3.2%	4.9%	15.9%	1.6%		9.5%	4.8%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		132 523	136 734	143 404	166 236	168 902	168 902	184 900	193 759	208 447
% increase	4		3.2%	4.9%	15.9%	1.6%		9.5%	4.8%	7.6%
TOTAL MANAGERS AND STAFF	5	125 820	129 031	135 231	156 706	159 372	159 372	175 657	183 962	198 062

Western Cape: West Coast(DC1) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 158	4 280	3 529	4 095	4 460	4 237	4 889	4 462	4 685
Pension and UIF Contributions		438	157	245	286	286	272	374	322	338
Medical Aid Contributions				114	83	113	107	118	124	130
Motor Vehicle Allowance		878	410	482	560	560	532	547	457	479
Cellphone Allowance		183	180	222	263	263	249	360	324	340
Housing Allowances										
Other benefits and allowances		34	18	668	644	644	612	660	693	728
Sub Total - Councillors		4 691	5 045	5 260	5 931	6 326	6 010	6 947	6 381	6 701
% increase	4		7.6%	4.3%	12.8%	6.7%	(5.0%)	15.6%	(8.1%)	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 913	4 068	4 332	4 596	4 596	4 596	5 260	5 680	6 135
Pension and UIF Contributions		198	325	340	370	370	370	102	111	119
Medical Aid Contributions		62	110	117	115	115	115	133	144	155
Overtime										
Performance Bonus		192	170	246	326	326	326	263	284	307
Motor Vehicle Allowance		382	414	462	338	600	600	463	500	540
Cellphone Allowance		78	64	81	61	61	61	81	87	94
Housing Allowances										
Other benefits and allowances			17	0	36	36	36			
Payments in lieu of leave		83								
Long service awards				72				110		
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 906	5 168	5 650	5 841	6 103	6 103	6 412	6 806	7 351
% increase	4		5.4%	9.3%	3.4%	4.5%		5.1%	6.1%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		60 652	66 569	74 050	84 128	81 367	81 367	88 583	92 120	96 733
Pension and UIF Contributions		10 420	15 841	13 094	14 899	14 894	14 894	15 701	16 290	17 102
Medical Aid Contributions				4 713	5 119	6 486	6 486	5 985	6 204	6 510
Overtime		4 396	3 565	6 011	3 659	6 779	6 779	3 143	3 248	3 410
Performance Bonus		2 143	1 898	2 407	6 784	5 499	5 499	4 591	4 823	5 055
Motor Vehicle Allowance		5 384	5 610	6 306	5 989	6 681	6 681	7 119	7 427	7 784
Cellphone Allowance		770	825	634	769	995	995	649	690	722
Housing Allowances		510	312	480	516	1 284	1 284	1 334	1 401	1 471
Other benefits and allowances		6 313	4 643	7 886	11 360	11 360	11 360	3 152	10 020	10 346
Payments in lieu of leave										
Long service awards		423	368							
Post-retirement benefit obligations		14 963	13 137	7 723	15 190	12 955	12 955	22 346	16 082	17 191
Sub Total - Other Municipal Staff		105 975	112 768	123 305	148 414	148 302	148 302	152 604	158 305	166 324
% increase	4		6.4%	9.3%	20.4%	(0.1%)		2.9%	3.7%	5.1%
Total Parent Municipality		115 571	122 982	134 215	160 187	160 731	160 414	165 964	171 492	180 375
% increase	4		6.4%	9.1%	19.4%	0.3%	(0.2%)	3.5%	3.3%	5.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		115 571	122 982	134 215	160 187	160 731	160 414	165 964	171 492	180 375
% increase	4		6.4%	9.1%	19.4%	0.3%	(0.2%)	3.5%	3.3%	5.2%
TOTAL MANAGERS AND STAFF	5	110 881	117 936	128 955	154 256	154 405	154 405	159 017	165 111	173 674

Western Cape: Witzenberg(WC022) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 147	6 922	7 160	7 945	7 945	7 945	8 445	8 952	9 489
Pension and UIF Contributions										
Medical Aid Contributions		786	866	905	1 004	1 004	1 004	1 020	1 081	1 146
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 932	7 789	8 065	8 949	8 949	8 949	9 465	10 033	10 635
% increase	4		12.4%	3.5%	11.0%			5.8%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 205	3 412	3 656	3 917	3 917	3 917	4 062	4 265	4 479
Pension and UIF Contributions		528	613	698	637	637	637	670	704	739
Medical Aid Contributions					111	111	111	124	131	127
Overtime										
Performance Bonus			757	690	785	785	785	767	805	845
Motor Vehicle Allowance		512	696	790	859	859	859	900	945	993
Cellphone Allowance										
Housing Allowances			144	85	103	103	103	66	69	73
Other benefits and allowances				92	136	136	136	145	154	164
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 245	5 623	6 012	6 548	6 548	6 548	6 734	7 074	7 420
% increase	4		32.4%	6.9%	8.9%			2.8%	5.0%	4.9%
Other Municipal Staff										
Basic Salaries and Wages		57 287	61 169	66 383	78 734	78 734	78 734	81 532	88 051	95 511
Pension and UIF Contributions		10 142	11 237	11 339	13 726	13 726	13 726	14 540	15 705	16 955
Medical Aid Contributions		4 305	4 871	5 102	6 191	6 191	6 191	6 916	7 466	8 052
Overtime		6 809	8 257	9 208	7 361	7 376	7 376	10 152	10 925	11 752
Performance Bonus		5 043	4 838	4 909	6 826	6 826	6 826	6 813	7 363	7 953
Motor Vehicle Allowance		3 011	3 012	3 145	3 919	3 919	3 919	4 251	5 116	4 948
Cellphone Allowance										
Housing Allowances		676	668	689	857	857	857	5 269	5 699	6 165
Other benefits and allowances		2 342	2 332	4 916	3 457	3 451	3 451	3 454	3 694	3 944
Payments in lieu of leave		291	634	536	750	750	750	750	791	831
Long service awards		279	424	419	347	347	347	367	388	407
Post-retirement benefit obligations		2 889	2 719	2 926	2 651	2 651	2 651	2 887	3 106	3 262
Sub Total - Other Municipal Staff		93 074	100 162	109 571	124 819	124 828	124 828	136 931	148 303	159 778
% increase	4		7.6%	9.4%	13.9%			9.7%	8.3%	7.7%
Total Parent Municipality		104 252	113 573	123 648	140 317	140 326	140 326	153 130	165 410	177 833
% increase	4		8.9%	8.9%	13.5%			9.1%	8.0%	7.5%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		104 252	113 573	123 648	140 317	140 326	140 326	153 130	165 410	177 833
% increase	4		8.9%	8.9%	13.5%			9.1%	8.0%	7.5%
TOTAL MANAGERS AND STAFF	5	97 319	105 785	115 583	131 367	131 376	131 376	143 665	155 377	167 198

Western Cape: Drakenstein(WC023) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		13 009	13 300	13 868	19 984	19 984	19 984	22 414	23 983	25 662
Pension and UIF Contributions		1 298	1 470	1 608						
Medical Aid Contributions		118	124	177						
Motor Vehicle Allowance		2 030	2 233	2 713						
Cellphone Allowance		859	1 323	1 323	1 362	1 362	1 362	1 553	1 662	1 778
Housing Allowances				286						
Other benefits and allowances		326	295							
Sub Total - Councillors		17 641	18 745	19 976	21 346	21 346	21 346	23 967	25 645	27 440
% increase	4		6.3%	6.6%	6.9%			12.3%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 051	6 711	7 541	8 878	8 878	8 878	9 455	10 117	10 825
Pension and UIF Contributions		258	239	252						
Medical Aid Contributions										
Overtime										
Performance Bonus		181								
Motor Vehicle Allowance		577	363	407						
Cellphone Allowance		1	26	42						
Housing Allowances		32								
Other benefits and allowances			95	233						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 101	7 435	8 476	8 878	8 878	8 878	9 455	10 117	10 825
% increase	4		21.9%	14.0%	4.7%			6.5%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		232 791	236 944	269 414	278 896	266 872	266 872	298 943	331 515	368 894
Pension and UIF Contributions		40 477	39 872	40 184	46 417	46 173	46 173	49 622	53 617	57 933
Medical Aid Contributions		18 685	24 545	21 206	15 634	16 052	16 052	17 626	19 388	21 327
Overtime		16 427	18 980	21 065	22 811	23 956	23 956	25 811	27 889	30 134
Performance Bonus		(234)	868	1 177	1 228	1 275	1 275	1 358	1 451	1 549
Motor Vehicle Allowance		5 583	6 299	8 915	9 623	11 822	11 822	12 398	13 126	13 897
Cellphone Allowance		142	290	547	756	768	768	815	864	915
Housing Allowances		2 009	1 899	2 105	2 122	3 145	3 145	3 384	3 580	3 787
Other benefits and allowances		9 545	15 072	13 490	35 660	34 344	34 344	37 023	40 004	43 224
Payments in lieu of leave		4 752	3 246	4 997						
Long service awards				4 031	4 877	5 257	5 257	5 521	5 521	5 521
Post-retirement benefit obligations		5 451	12 941	16 870	14 604	14 678	14 678	15 695	16 768	17 919
Sub Total - Other Municipal Staff		335 629	360 954	404 000	432 627	424 341	424 341	468 197	513 723	565 101
% increase	4		7.5%	11.9%	7.1%	(1.9%)		10.3%	9.7%	10.0%
Total Parent Municipality		359 371	387 134	432 452	462 851	454 565	454 565	501 619	549 484	603 366
% increase	4		7.7%	11.7%	7.0%	(1.8%)		10.4%	9.5%	9.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		359 371	387 134	432 452	462 851	454 565	454 565	501 619	549 484	603 366
% increase	4		7.7%	11.7%	7.0%	(1.8%)		10.4%	9.5%	9.8%
TOTAL MANAGERS AND STAFF	5	341 730	368 389	412 476	441 504	433 219	433 219	477 652	523 839	575 926

Western Cape: Stellenbosch(WC024) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		8 576	9 042	9 628	10 668	10 668	10 668	11 308	11 986	12 705
Pension and UIF Contributions		503	565	257	911	911	911	965	1 023	1 085
Medical Aid Contributions		116	180	244	122	122	122	129	137	145
Motor Vehicle Allowance		3 065	3 250	3 408	3 601	3 601	3 601	3 817	4 046	4 288
Cellphone Allowance		616	896	895	762	762	762	808	856	908
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 877	13 933	14 431	16 063	16 063	16 063	17 027	18 048	19 131
% increase	4		8.2%	3.6%	11.3%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		5 480	5 904	6 412	7 803	7 803	7 803	7 899	8 316	8 815
Pension and UIF Contributions		797	891	746	331	331	331	638	676	717
Medical Aid Contributions		94	142		151	151	151	50	53	56
Overtime										
Performance Bonus		127			465	465	465	299		
Motor Vehicle Allowance		371	419	771	391	391	391	784	831	881
Cellphone Allowance		54	55	55	62	62	62	46	49	51
Housing Allowances										
Other benefits and allowances					73	73	73	34	36	38
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 925	7 411	7 983	9 278	9 278	9 278	9 749	9 961	10 559
% increase	4		7.0%	7.7%	16.2%			5.1%	2.2%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		148 922	161 452	181 827	226 423	226 423	226 423	241 278	259 870	279 486
Pension and UIF Contributions		28 369	29 312	32 273	37 744	37 744	37 744	45 391	48 796	52 455
Medical Aid Contributions		12 563	13 739	15 303	18 129	18 129	18 129	22 289	23 850	25 520
Overtime		10 614	12 319	15 993	12 674	12 674	12 674	13 055	13 969	14 947
Performance Bonus										
Motor Vehicle Allowance		8 067	9 181	9 453	9 919	9 919	9 919	15 198	16 270	17 417
Cellphone Allowance		506	551	594	585	585	585	838	897	960
Housing Allowances		1 325	1 265	1 384	1 870	1 870	1 870	2 774	2 968	3 176
Other benefits and allowances		26 206	47 702	49 008	34 219	34 219	34 219	46 743	50 117	53 735
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		236 572	275 521	305 836	341 564	341 564	341 564	387 565	416 737	447 697
% increase	4		16.5%	11.0%	11.7%			13.5%	7.5%	7.4%
Total Parent Municipality		256 374	296 866	328 250	366 905	366 905	366 905	414 341	444 746	477 387
% increase	4		15.8%	10.6%	11.8%			12.9%	7.3%	7.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		256 374	296 866	328 250	366 905	366 905	366 905	414 341	444 746	477 387
% increase	4		15.8%	10.6%	11.8%			12.9%	7.3%	7.3%
TOTAL MANAGERS AND STAFF	5	243 497	282 933	313 819	350 842	350 842	350 842	397 314	426 698	458 256

Western Cape: Breede Valley(WC025) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 084	9 863	10 918	11 596	11 716	11 716	12 387	13 155	13 931
Pension and UIF Contributions		791	757	566	600	567	567	640	680	720
Medical Aid Contributions		100	101	95	101	114	114	116	123	130
Motor Vehicle Allowance		2 046	1 917	1 929	2 044	1 910	1 910	2 022	2 147	2 274
Cellphone Allowance		597	854	856	909	856	856	856	909	962
Housing Allowances		60	53							
Other benefits and allowances		146	147	148	157	148	148	148	157	166
Sub Total - Councillors		12 823	13 693	14 511	15 408	15 309	15 309	16 168	17 170	18 183
% increase	4		6.8%	6.0%	6.2%	(0.6%)		5.6%	6.2%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 198	4 374	4 868	5 212	5 447	5 447	5 078	5 392	5 710
Pension and UIF Contributions		143	412	454	462	508	508	468	497	526
Medical Aid Contributions		44	37	53	82	83	83	86	92	97
Overtime										
Performance Bonus										
Motor Vehicle Allowance		489	568	568	602	602	602	598	636	673
Cellphone Allowance		110	121	121	129	121	121	104	111	117
Housing Allowances										
Other benefits and allowances		90	122	56	56	132	132	132	140	149
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 074	5 634	6 121	6 542	6 894	6 894	6 467	6 868	7 273
% increase	4		11.0%	8.6%	6.9%	5.4%		(6.2%)	6.2%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		112 221	117 046	122 783	146 969	138 454	138 454	165 154	173 363	183 556
Pension and UIF Contributions		20 234	21 134	21 800	26 827	24 927	24 927	29 129	30 931	32 757
Medical Aid Contributions		10 017	10 640	11 612	16 131	14 247	14 247	16 563	17 590	18 629
Overtime		11 226	12 358	13 211	10 580	10 732	10 732	11 350	12 054	12 765
Performance Bonus										
Motor Vehicle Allowance		4 730	4 601	4 845	6 861	5 874	5 874	6 459	6 860	7 265
Cellphone Allowance		549	732	750	1 039	763	763	799	848	899
Housing Allowances		938	863	893	1 005	2 671	2 671	2 831	3 007	3 185
Other benefits and allowances		19 847	21 443	21 357	24 534	22 651	22 651	26 567	28 215	29 881
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		3 773	4 177	4 578	5 031	4 938	4 938	5 484	5 824	6 167
Sub Total - Other Municipal Staff		183 535	192 993	201 829	238 976	225 258	225 258	264 336	278 691	295 103
% increase	4		5.2%	4.6%	18.4%	(5.7%)		17.3%	5.4%	5.9%
Total Parent Municipality		201 432	212 321	222 461	260 926	247 461	247 461	286 971	302 730	320 560
% increase	4		5.4%	4.8%	17.3%	(5.2%)		16.0%	5.5%	5.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		201 432	212 321	222 461	260 926	247 461	247 461	286 971	302 730	320 560
% increase	4		5.4%	4.8%	17.3%	(5.2%)		16.0%	5.5%	5.9%
TOTAL MANAGERS AND STAFF	5	188 609	198 628	207 949	245 519	232 152	232 152	270 803	285 559	302 377

Western Cape: Langeberg(WC026) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages										
Pension and UIF Contributions		829	888	2						
Medical Aid Contributions		33	47							
Motor Vehicle Allowance		1 163	1 215	1 187						
Cellphone Allowance		325	535		628	628	628	514	550	588
Housing Allowances		5	2							
Other benefits and allowances		4 745	5 027	7 143	8 231	8 231	8 231	8 958	9 585	10 256
Sub Total - Councillors		7 099	7 714	8 331	8 858	8 858	8 858	9 471	10 135	10 844
% increase	4		8.7%	8.0%	6.3%			6.9%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 322	4 485	4 961	6 222	6 222	6 222	6 542	6 999	7 489
Pension and UIF Contributions		775	831	921	1 177	1 177	1 177	1 208	1 293	1 383
Medical Aid Contributions		174	98	56	141	141	141	130	139	149
Overtime										
Performance Bonus		431	202	315	370	370	370	391	419	448
Motor Vehicle Allowance		695	461	361	531	531	531	516	552	591
Cellphone Allowance										
Housing Allowances		95	8							
Other benefits and allowances		283	100					132	141	151
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 776	6 185	6 614	8 440	8 440	8 440	8 920	9 544	10 212
% increase	4		(8.7%)	6.9%	27.6%			5.7%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		71 127	76 594	82 621	96 304	96 352	96 352	101 958	106 543	114 005
Pension and UIF Contributions		13 257	14 150	15 005	17 727	17 727	17 727	18 945	20 144	21 562
Medical Aid Contributions		3 612	3 917	4 183	5 151	5 151	5 151	5 525	5 875	6 287
Overtime		5 408	5 624	5 683	6 180	6 260	6 260	9 126	9 703	10 386
Performance Bonus		5 546	6 587	6 877	7 837	7 837	7 837	8 263	8 845	9 468
Motor Vehicle Allowance		4 159	4 299	4 113	5 548	5 548	5 548	5 208	5 537	5 925
Cellphone Allowance										
Housing Allowances		473	438	473	553	553	553	1 858	1 977	2 117
Other benefits and allowances		4 676	5 166	5 870	6 218	6 218	6 218	8 366	8 891	9 517
Payments in lieu of leave		2 262	3 291	3 866	2 477	2 477	2 477	2 187	2 955	2 875
Long service awards		629	684	707	763	763	763	872	942	1 017
Post-retirement benefit obligations		1 953	2 298	2 543	2 772	2 772	2 772	2 601	2 750	2 907
Sub Total - Other Municipal Staff		113 103	123 048	131 939	151 529	151 657	151 657	164 909	174 162	186 064
% increase	4		8.8%	7.2%	14.8%	0.1%		8.7%	5.6%	6.8%
Total Parent Municipality		126 978	136 947	146 885	168 828	168 956	168 956	183 300	193 841	207 120
% increase	4		7.9%	7.3%	14.9%	0.1%		8.5%	5.8%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		126 978	136 947	146 885	168 828	168 956	168 956	183 300	193 841	207 120
% increase	4		7.9%	7.3%	14.9%	0.1%		8.5%	5.8%	6.9%
TOTAL MANAGERS AND STAFF	5	119 879	129 233	138 554	159 970	160 097	160 097	173 828	183 706	196 276

Western Cape: Cape Winelands DM(DC2) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 262	6 662	7 194	8 258	8 193	8 193	7 863	8 258	8 670
Pension and UIF Contributions		569	586	523	520	520	520	540	569	598
Medical Aid Contributions		155	183	206	208	208	208	205	217	228
Motor Vehicle Allowance		1 669	1 654	1 790	2 102	2 073	2 073	2 075	2 180	2 290
Cellphone Allowance		280	299	391	493	493	493	518	546	573
Housing Allowances		60	88	118	366	366	366	386	407	428
Other benefits and allowances		52	178							
Sub Total - Councillors		9 047	9 651	10 222	11 947	11 853	11 853	11 587	12 177	12 787
% increase	4		6.7%	5.9%	16.9%	(0.8%)		(2.2%)	5.1%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 191	2 771	3 081	3 305	3 214	3 214	3 575	3 756	3 943
Pension and UIF Contributions		693	548	608	653	635	635	625	662	694
Medical Aid Contributions		78	112	148	163	165	165	189	201	210
Overtime										
Performance Bonus		258	39	(6)						
Motor Vehicle Allowance		366	655	664	660	664	664	665	699	735
Cellphone Allowance				13	28	53	53	56	60	64
Housing Allowances			154	444	464	580	580	581	611	641
Other benefits and allowances		49	36	42	12	13	13	37	43	44
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 635	4 316	4 993	5 286	5 325	5 325	5 728	6 032	6 331
% increase	4		(23.4%)	15.7%	5.9%	0.7%		7.6%	5.3%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		73 413	75 166	77 285	91 985	91 444	91 444	96 419	102 000	107 727
Pension and UIF Contributions		13 425	13 866	14 254	17 192	17 067	17 067	17 958	19 028	20 092
Medical Aid Contributions		8 117	8 407	8 902	12 199	12 252	12 252	11 561	12 261	12 951
Overtime		3 573	3 530	4 285	3 750	3 750	3 750	3 984	4 216	4 448
Performance Bonus										
Motor Vehicle Allowance		8 516	8 389	9 983	12 205	12 373	12 373	12 506	13 177	13 871
Cellphone Allowance		72	66	74	643	396	396	656	698	732
Housing Allowances		2 947	2 579	2 712	3 345	3 923	3 923	4 049	4 312	4 564
Other benefits and allowances		32 240	10 949	29 983	31 990	35 833	35 833	28 612	30 123	28 836
Payments in lieu of leave		465	2 845	1 287	3 411	3 215	3 215	3 669	3 883	4 102
Long service awards		6 414	3 097	1 394	2 943	2 835	2 835	3 068	3 261	3 459
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		149 181	128 894	150 159	179 664	183 089	183 089	182 482	192 959	200 782
% increase	4		(13.6%)	16.5%	19.6%	1.9%		(0.3%)	5.7%	4.1%
Total Parent Municipality		163 862	142 861	165 375	196 897	200 267	200 267	199 797	211 168	219 900
% increase	4		(12.8%)	15.8%	19.1%	1.7%		(0.2%)	5.7%	4.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		163 862	142 861	165 375	196 897	200 267	200 267	199 797	211 168	219 900
% increase	4		(12.8%)	15.8%	19.1%	1.7%		(0.2%)	5.7%	4.1%
TOTAL MANAGERS AND STAFF	5	154 816	133 210	155 153	184 950	188 414	188 414	188 210	198 991	207 113

Western Cape: Theewaterskloof(WC031) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		6 037	6 657	7 087	9 619	8 169	8 169	10 196	10 706	11 241
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 005	1 025	959		950	950			
Cellphone Allowance		368	522	527	860	560	560	794	834	876
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 410	8 203	8 573	10 479	9 679	9 679	10 990	11 540	12 117
% increase	4		10.7%	4.5%	22.2%	(7.6%)		13.5%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 590	5 280	5 706	6 084	6 084	6 084	6 513	6 969	7 457
Pension and UIF Contributions		384	579	613	341	341	341	364	390	417
Medical Aid Contributions		94	145	151	129	129	129	140	149	160
Overtime										
Performance Bonus			614	755	597	597	597	634	678	726
Motor Vehicle Allowance		443	596	596	638	638	638	632	676	723
Cellphone Allowance		233	225	41	101	101	101	124	133	142
Housing Allowances		18	22	22	23	23	23	23	24	26
Other benefits and allowances		93	177	177	141	141	141	217	232	248
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 856	7 639	8 060	8 054	8 054	8 054	8 646	9 252	9 899
% increase	4		57.3%	5.5%	(0.1%)			7.4%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		70 469	74 802	82 750	92 945	90 096	90 096	102 366	111 708	122 495
Pension and UIF Contributions		12 255	13 338	14 588	18 890	18 396	18 396	20 484	22 348	24 488
Medical Aid Contributions		3 261	3 627	4 068	4 342	4 494	4 494	5 053	5 510	6 037
Overtime		3 199	4 265	5 232	4 621	5 972	5 972	5 888	6 418	7 027
Performance Bonus										
Motor Vehicle Allowance		4 303	4 467	4 975	4 820	5 387	5 387	5 678	6 202	6 808
Cellphone Allowance										
Housing Allowances		522	489	507	556	1 364	1 364	1 544	1 683	1 843
Other benefits and allowances		5 650	8 993	9 506	11 631	11 627	11 627	10 693	11 580	12 706
Payments in lieu of leave			1 329	1 947		2 000	2 000	2 200	2 398	2 626
Long service awards		542	607	505	862	976	976	999	1 063	1 132
Post-retirement benefit obligations		4 669	5 011	6 586	7 000	7 000	7 000	8 180	8 719	9 314
Sub Total - Other Municipal Staff		104 869	116 928	130 664	145 667	147 313	147 313	163 084	177 627	194 476
% increase	4		11.5%	11.7%	11.5%	1.1%		10.7%	8.9%	9.5%
Total Parent Municipality		117 135	132 771	147 298	164 200	165 046	165 046	182 720	198 419	216 492
% increase	4		13.3%	10.9%	11.5%	0.5%		10.7%	8.6%	9.1%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		117 135	132 771	147 298	164 200	165 046	165 046	182 720	198 419	216 492
% increase	4		13.3%	10.9%	11.5%	0.5%		10.7%	8.6%	9.1%
TOTAL MANAGERS AND STAFF	5	109 725	124 568	138 725	153 721	155 367	155 367	171 730	186 879	204 375

Western Cape: Overstrand(WC032) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 084	7 415	7 533	8 037	8 037	8 037	8 499	9 008	9 549
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance			518	570	638	638	638	612	612	612
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 084	7 933	8 104	8 674	8 674	8 674	9 110	9 620	10 161
% increase	4		12.0%	2.2%	7.0%			5.0%	5.6%	5.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 100	8 566	9 190	9 735	9 735	9 735	10 150	10 757	11 401
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		139	139	147	154	154	154	154	154	154
Housing Allowances										
Other benefits and allowances		3								
Payments in lieu of leave		82								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 324	8 706	9 337	9 889	9 889	9 889	10 305	10 911	11 555
% increase	4		4.6%	7.3%	5.9%			4.2%	5.9%	5.9%
Other Municipal Staff										
Basic Salaries and Wages		143 857	158 389	165 741	188 357	182 893	182 893	199 010	202 205	214 259
Pension and UIF Contributions		24 051	25 104	27 068	31 736	30 694	30 694	32 625	34 426	36 394
Medical Aid Contributions		8 176	8 828	9 363	11 618	11 038	11 038	11 423	12 322	13 063
Overtime		12 428	14 370	14 765	15 295	13 654	13 654	14 920	15 806	16 725
Performance Bonus										
Motor Vehicle Allowance		9 178	9 750	9 634	12 164	11 239	11 239	6 990	6 993	6 996
Cellphone Allowance		1 785	1 402	1 750	1 348	1 326	1 326	1 278	1 278	1 278
Housing Allowances		1 046	967	944	1 002	1 759	1 759	5 851	5 851	5 851
Other benefits and allowances		9 254	10 083	11 228	10 621	10 108	10 108	11 375	11 972	12 606
Payments in lieu of leave		2 056	1 659	996	729	729	729	709	752	793
Long service awards		690	3 587	1 161	1 802	3 042	3 042	3 139	2 820	2 810
Post-retirement benefit obligations				655	455	455	455	496	526	558
Sub Total - Other Municipal Staff		10 795	17 799	14 378	6 578	16 001	16 001	16 081	16 162	16 242
% increase	4		64.9%	(19.2%)	(54.2%)	143.3%		0.5%	0.5%	0.5%
Total Parent Municipality										
% increase	4									
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS										
% increase	4									
TOTAL MANAGERS AND STAFF	5									

Western Cape: Cape Agulhas(WC033) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		1 903	2 000	2 119	2 299	2 299	2 299	3 228	3 422	3 627
Pension and UIF Contributions		299	314	333	345	345	345	366	388	411
Medical Aid Contributions										
Motor Vehicle Allowance		733	765	812	874	874	874	926	982	1 041
Cellphone Allowance		141	209	188	239	239	239	255	270	286
Housing Allowances										
Other benefits and allowances					4	4	4	12	12	13
Sub Total - Councillors		3 077	3 288	3 452	3 760	3 760	3 760	4 786	5 073	5 377
% increase	4		6.9%	5.0%	8.9%			27.3%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 597	3 123	3 838	4 094	4 137	4 097	4 385	4 649	4 927
Pension and UIF Contributions		589	575	686	746	754	757	799	847	897
Medical Aid Contributions			153	196	214	129	189	136	145	153
Overtime										
Performance Bonus		421	428	513	629	629	651	667	707	749
Motor Vehicle Allowance		192	481	504	416	364	364	386	409	434
Cellphone Allowance						12	17	14	14	14
Housing Allowances										
Other benefits and allowances		66	114	125	80	81	82	86	92	97
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 865	4 873	5 861	6 179	6 106	6 156	6 474	6 862	7 273
% increase	4		26.1%	20.3%	5.4%	(1.2%)	0.8%	5.2%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		44 130	45 800	49 716	57 383	59 019	57 855	64 052	69 266	74 847
Pension and UIF Contributions		5 746	6 605	7 770	10 066	10 363	10 010	11 220	12 091	13 032
Medical Aid Contributions		2 113	2 278	2 543	2 557	2 451	2 634	3 362	3 369	3 376
Overtime		2 380	2 978	3 093	2 434	2 434	2 554	3 087	3 272	3 468
Performance Bonus										
Motor Vehicle Allowance		3 669	3 799	4 006	4 172	4 223	4 212	4 705	4 716	4 727
Cellphone Allowance					237	237	239	378	376	378
Housing Allowances		384	386	428	542	1 275	1 299	1 187	1 187	1 187
Other benefits and allowances		2 150	2 194	2 491	2 781	3 223	3 464	3 749	3 332	3 443
Payments in lieu of leave		1 391	79	924	500	950	1 050	875	875	875
Long service awards		407	366	376	489	498	498	498	520	550
Post-retirement benefit obligations		1 220	1 396	1 682	3 270	2 074	2 074	2 259	2 500	2 750
Sub Total - Other Municipal Staff		63 590	65 882	73 029	84 430	86 745	85 886	95 372	101 503	108 631
% increase	4		3.6%	10.8%	15.6%	2.7%	(1.0%)	11.0%	6.4%	7.0%
Total Parent Municipality		70 532	74 042	82 342	94 368	96 611	95 802	106 632	113 438	121 281
% increase	4		5.0%	11.2%	14.6%	2.4%	(0.8%)	11.3%	6.4%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 532	74 042	82 342	94 368	96 611	95 802	106 632	113 438	121 281
% increase	4		5.0%	11.2%	14.6%	2.4%	(0.8%)	11.3%	6.4%	6.9%
TOTAL MANAGERS AND STAFF	5	67 455	70 755	78 889	90 608	92 851	92 042	101 847	108 365	115 904

Western Cape: Swellendam(WC034) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 298	3 399	3 773	3 773	3 773	3 773	5 166	5 014	5 315
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 298	3 399	3 773	3 773	3 773	3 773	5 166	5 014	5 315
% increase	4		3.0%	11.0%				36.9%	(2.9%)	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 239	3 063	3 906	5 267	5 267	5 267	5 583	5 918	6 273
Pension and UIF Contributions		420	407	664						
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		428	272	397						
Cellphone Allowance			16	49						
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 086	3 758	5 016	5 267	5 267	5 267	5 583	5 918	6 273
% increase	4		21.8%	33.5%	5.0%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		29 391	32 474	35 134	39 418	38 803	38 803	43 681	46 281	49 047
Pension and UIF Contributions		7 385	7 920	8 482	7 111	7 121	7 121	7 664	8 124	8 611
Medical Aid Contributions					4 407	5 302	5 302	4 853	5 076	5 431
Overtime		2 395	2 502	2 571	2 353	2 665	2 665	2 605	2 762	2 954
Performance Bonus			522	565						
Motor Vehicle Allowance		3 212	3 591	3 619	2 752	2 646	2 646	2 660	2 660	2 660
Cellphone Allowance										
Housing Allowances		233	213	243	547	528	528	528	528	528
Other benefits and allowances		3 155	3 462	2 945	6 718	6 741	6 741	6 492	6 924	7 316
Payments in lieu of leave		17			813	813	813	870	922	987
Long service awards		201	286	171	161	163	163	637	676	716
Post-retirement benefit obligations		897	1 050	2 843	836			894	948	1 005
Sub Total - Other Municipal Staff		46 886	52 018	56 572	65 116	64 783	64 783	70 885	74 900	79 255
% increase	4		10.9%	8.8%	15.1%	(0.5%)		9.4%	5.7%	5.8%
Total Parent Municipality		53 270	59 175	65 360	74 156	73 822	73 822	81 634	85 832	90 843
% increase	4		11.1%	10.5%	13.5%	(0.5%)		10.6%	5.1%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		53 270	59 175	65 360	74 156	73 822	73 822	81 634	85 832	90 843
% increase	4		11.1%	10.5%	13.5%	(0.5%)		10.6%	5.1%	5.8%
TOTAL MANAGERS AND STAFF	5	49 971	55 776	61 588	70 384	70 050	70 050	76 468	80 818	85 528

Western Cape: Overberg(DC3) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 581	3 413	3 290	3 394	3 606	3 606	3 794	3 985	3 794
Pension and UIF Contributions		124	141	141	154	159	159	167	181	191
Medical Aid Contributions		17	13	17						
Motor Vehicle Allowance		1 115	1 281	1 270	1 448	1 504	1 504	1 561	1 700	1 794
Cellphone Allowance		142	225	220	250	258	258	272	294	310
Housing Allowances										
Other benefits and allowances			71	57	76	77	77	81	89	94
Sub Total - Councillors		3 979	5 144	4 996	5 322	5 604	5 604	5 875	6 249	6 183
% increase	4		29.3%	(2.9%)	6.5%	5.3%		4.8%	6.4%	(1.1%)
Senior Managers of the Municipality	2									
Basic Salaries and Wages		846	2 167	2 066	2 945	2 390	2 390	2 986	3 105	3 229
Pension and UIF Contributions		165	203	4	6	4	4	6	6	6
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		25	69	240	167	301	301	346	360	374
Cellphone Allowance										
Housing Allowances		2	1	5	5	4	4	5	5	5
Other benefits and allowances		48	185	35	79	95	95	103	104	106
Payments in lieu of leave		32		23	70	70	70	70	70	70
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 118	2 626	2 372	3 272	2 865	2 865	3 515	3 650	3 791
% increase	4		134.8%	(9.7%)	37.9%	(12.4%)		22.7%	3.9%	3.9%
Other Municipal Staff										
Basic Salaries and Wages		37 951	46 460		54 540	54 755	54 755	56 738	60 068	63 557
Pension and UIF Contributions		6 358	7 408		8 171	8 210	8 210	8 699	9 190	9 776
Medical Aid Contributions		2 505	3 065		3 240	3 401	3 401	3 647	3 827	4 016
Overtime		1 130	1 885		1 372	1 394	1 394	1 339	1 399	1 463
Performance Bonus		2 742								
Motor Vehicle Allowance		2 429	3 619		3 733	4 168	4 168	4 411	4 652	4 908
Cellphone Allowance										
Housing Allowances		204	168		195	372	372	342	359	376
Other benefits and allowances		2 546	3 539		4 064	3 904	3 904	5 094	4 251	4 410
Payments in lieu of leave		618	497		775	775	775	790	790	790
Long service awards		523	282		746	384	384	428	442	457
Post-retirement benefit obligations		5 013	1 435		5 798	3 502	3 502	3 779	3 826	3 876
Sub Total - Other Municipal Staff		62 019	68 359		82 633	80 866	80 866	85 266	88 803	93 629
% increase	4		10.2%	(100.0%)		(2.1%)		5.4%	4.1%	5.4%
Total Parent Municipality		67 116	76 129	7 368	91 226	89 335	89 335	94 656	98 702	103 603
% increase	4		13.4%	(90.3%)	1138.1%	(2.1%)		6.0%	4.3%	5.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		67 116	76 129	7 368	91 226	89 335	89 335	94 656	98 702	103 603
% increase	4		13.4%	(90.3%)	1138.1%	(2.1%)		6.0%	4.3%	5.0%
TOTAL MANAGERS AND STAFF	5	63 137	70 985	2 372	85 905	83 731	83 731	88 781	92 453	97 420

Western Cape: Kannaland(WC041) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 801	2 739	2 663	2 891	2 891	2 891	2 762	2 928	3 103
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								164	174	74
Sub Total - Councillors		2 801	2 739	2 663	2 891	2 891	2 891	2 926	3 101	3 178
% increase	4		(2.2%)	(2.8%)	8.6%			1.2%	6.0%	2.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		32 995	44 180	43 719	4 147	4 147	4 147	3 855	4 086	4 331
Pension and UIF Contributions					160	160	160	174	184	195
Medical Aid Contributions					124	124	124	128	135	143
Overtime										
Performance Bonus					273	273	273	78	83	88
Motor Vehicle Allowance					403	403	403	403	427	453
Cellphone Allowance								67	71	75
Housing Allowances					5	5	5	9	10	10
Other benefits and allowances					73	73	73	42	45	48
Payments in lieu of leave								43	46	48
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		32 995	44 180	43 719	5 185	5 185	5 185	4 798	5 086	5 391
% increase	4		33.9%	(1.0%)	(88.1%)			(7.5%)	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages					27 055	27 055	27 055	32 627	34 585	36 660
Pension and UIF Contributions					3 995	3 995	3 995	4 153	4 402	4 666
Medical Aid Contributions					1 460	1 460	1 460	1 906	2 020	2 141
Overtime					1 111	1 111	1 111	604	640	678
Performance Bonus								1 848	1 959	2 077
Motor Vehicle Allowance					2 846	2 846	2 846	1 386	1 469	1 557
Cellphone Allowance					18	18	18	127	135	143
Housing Allowances					71	71	71	195	206	219
Other benefits and allowances					3 414	3 414	3 414	2 069	2 193	2 325
Payments in lieu of leave								888	941	997
Long service awards										
Post-retirement benefit obligations					384	384	384			
Sub Total - Other Municipal Staff					40 353	40 353	40 353	45 802	48 550	51 464
% increase	4							13.5%	6.0%	6.0%
Total Parent Municipality		35 796	46 918	46 382	48 429	48 429	48 429	53 527	56 738	60 032
% increase	4		31.1%	(1.1%)	4.4%			10.5%	6.0%	5.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 796	46 918	46 382	48 429	48 429	48 429	53 527	56 738	60 032
% increase	4		31.1%	(1.1%)	4.4%			10.5%	6.0%	5.8%
TOTAL MANAGERS AND STAFF	5	32 995	44 180	43 719	45 538	45 538	45 538	50 601	53 637	56 855

Western Cape: Hessequa(WC042) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 129	3 440	3 902	4 270			4 740	5 072	5 427
Pension and UIF Contributions		111	109	120	130	130	130	136	146	156
Medical Aid Contributions		27	35	47	49	49	49	44	47	51
Motor Vehicle Allowance		1 092	1 194	1 356	1 483			1 640	1 755	1 878
Cellphone Allowance		277	365	367	429	429	429	441	472	505
Housing Allowances										
Other benefits and allowances						5 752	5 752			
Sub Total - Councillors		4 636	5 143	5 791	6 360	6 360	6 360	7 002	7 492	8 017
% increase	4		10.9%	12.6%	9.8%			10.1%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 398	3 938	4 263	4 330	4 563	4 563	5 312	5 684	6 138
Pension and UIF Contributions		944	846	918	798	798	798	913	977	1 055
Medical Aid Contributions					191	191	191	258	276	299
Overtime										
Performance Bonus		799	725	706	833	833	833	882	944	1 020
Motor Vehicle Allowance		420	409	372	372	372	372	437	468	505
Cellphone Allowance		61	52	114	53	53	53	53	57	62
Housing Allowances										
Other benefits and allowances		102	346	78	359	22	22	14	15	16
Payments in lieu of leave		80	268			8	8			
Long service awards					29	29	29			
Post-retirement benefit obligations			1 370							
Sub Total - Senior Managers of Municipality		6 804	7 954	6 452	6 965	6 870	6 870	7 870	8 421	9 095
% increase	4		16.9%	(18.9%)	8.0%	(1.4%)		14.6%	7.0%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		57 729	65 229	73 733	83 471	83 167	83 167	91 184	97 154	107 739
Pension and UIF Contributions		14 170	16 158	16 274	14 319	14 320	14 320	15 343	16 412	17 724
Medical Aid Contributions		4 420	3 044		6 613	4 697	4 697	5 296	5 667	6 120
Overtime			3 916	2 901	3 690	3 894	3 894	3 114	3 332	3 599
Performance Bonus										
Motor Vehicle Allowance		6 501	3 861	3 966	4 330	4 330	4 330	4 433	4 743	5 123
Cellphone Allowance			282	252	364	364	364	347	371	401
Housing Allowances		259	251	307	554	554	554	1 127	1 206	1 302
Other benefits and allowances					2 843	2 834	2 834	2 459	2 631	2 842
Payments in lieu of leave					225	220	220			
Long service awards		727	1 129		1 188	1 188	1 188	2 101	2 229	2 361
Post-retirement benefit obligations		8 927	2 873	3 981	3 281	5 198	5 198	8 165	8 878	9 656
Sub Total - Other Municipal Staff		92 733	96 743	101 413	120 878	120 766	120 766	133 569	142 623	156 868
% increase	4		4.3%	4.8%	19.2%	(0.1%)		10.6%	6.8%	10.0%
Total Parent Municipality		104 173	109 839	113 657	134 204	133 997	133 997	148 442	158 536	173 979
% increase	4		5.4%	3.5%	18.1%	(0.2%)		10.8%	6.8%	9.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		104 173	109 839	113 657	134 204	133 997	133 997	148 442	158 536	173 979
% increase	4		5.4%	3.5%	18.1%	(0.2%)		10.8%	6.8%	9.7%
TOTAL MANAGERS AND STAFF	5	99 537	104 697	107 866	127 844	127 636	127 636	141 440	151 044	165 963

Western Cape: Mossel Bay(WC043) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		7 682	8 123	8 740	9 264	9 264	9 264	9 704	10 286	10 955
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		392	558	653	689	689	689	597	633	674
Sub Total - Councillors		8 074	8 682	9 392	9 953	9 953	9 953	10 301	10 919	11 629
% increase	4		7.5%	8.2%	6.0%			3.5%	6.0%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 012	7 552	7 828	8 646	8 129	8 129	8 880	9 542	10 287
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 012	7 552	7 828	8 646	8 129	8 129	8 880	9 542	10 287
% increase	4		7.7%	3.7%	10.5%	(6.0%)		9.2%	7.5%	7.8%
Other Municipal Staff										
Basic Salaries and Wages		113 175	122 463	134 761	150 244	149 230	149 230	164 930	177 453	191 294
Pension and UIF Contributions		20 536	22 890	24 926	27 473	27 202	27 202	30 919	33 256	35 778
Medical Aid Contributions		8 524	9 410	10 409	11 524	11 526	11 526	13 071	14 052	15 148
Overtime		8 285	8 904	9 095	8 827	8 479	8 479	8 624	9 146	9 884
Performance Bonus										
Motor Vehicle Allowance		4 500	4 208	4 375	4 556	4 820	4 820	4 946	5 232	5 613
Cellphone Allowance										
Housing Allowances		858	785	917	993	2 851	2 851	3 096	3 328	3 588
Other benefits and allowances		4 653	4 877	4 964	4 966	5 084	5 084	5 805	6 176	6 628
Payments in lieu of leave		2 291	789	2 500	2 675	2 675	2 675	2 862	3 063	3 308
Long service awards		1 388	1 444	1 441	1 542	2 448	2 448	2 610	2 764	2 930
Post-retirement benefit obligations		18 412	18 543	19 127	20 466	10 933	10 933	11 849	12 875	13 648
Sub Total - Other Municipal Staff		182 622	194 313	212 515	233 266	225 247	225 247	248 713	267 344	287 818
% increase	4		6.4%	9.4%	9.8%	(3.4%)		10.4%	7.5%	7.7%
Total Parent Municipality		197 707	210 546	229 735	251 865	243 329	243 329	267 894	287 806	309 733
% increase	4		6.5%	9.1%	9.6%	(3.4%)		10.1%	7.4%	7.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		197 707	210 546	229 735	251 865	243 329	243 329	267 894	287 806	309 733
% increase	4		6.5%	9.1%	9.6%	(3.4%)		10.1%	7.4%	7.6%
TOTAL MANAGERS AND STAFF	5	189 633	201 865	220 343	241 912	233 376	233 376	257 593	276 886	298 104

Western Cape: George(WC044) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		9 534	10 071	10 829	13 148	13 148	13 148	13 895	14 729	15 612
Pension and UIF Contributions		764	734	766	835	835	835	828	850	870
Medical Aid Contributions		161	215	264	154	154	154	300	320	340
Motor Vehicle Allowance		3 393	3 534	3 796	4 414	4 414	4 414	4 632	4 910	5 204
Cellphone Allowance		696	1 020	1 023	900	900	900	1 106	1 172	1 243
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 548	15 574	16 678	19 452	19 452	19 452	20 761	21 981	23 269
% increase	4		7.1%	7.1%	16.6%			6.7%	5.9%	5.9%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		8 273	9 053	10 586	11 550	11 550	11 550	11 809	12 636	13 521
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		325		(44)						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 598	9 053	10 543	11 550	11 550	11 550	11 809	12 636	13 521
% increase	4		5.3%	16.5%	9.6%			2.2%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		154 167	178 921	205 422	231 715	241 443	241 443	253 376	276 071	294 943
Pension and UIF Contributions		25 633	30 350	30 204	34 771	34 771	34 771	41 779	44 686	47 806
Medical Aid Contributions		10 539	12 471	13 950	15 591	15 591	15 591	16 149	21 560	23 069
Overtime		18 148	24 240	20 891	15 595	19 460	19 460	20 644	21 982	2 116
Performance Bonus										
Motor Vehicle Allowance		10 482	11 295	12 472	12 686	14 203	14 203	14 537	15 555	16 644
Cellphone Allowance		721	844	924	813	841	841	905	968	1 036
Housing Allowances		1 255	1 135	1 140	1 075	1 075	1 075	1 760	3 761	4 025
Other benefits and allowances		6 296	6 428	7 473	2 906	11 694	11 694	14 248	14 775	36 680
Payments in lieu of leave		15 840	15 921	17 496	18 162	18 162	18 162	20 128	21 538	23 046
Long service awards		1 006	1 676	1 454	1 975	1 975	1 975	1 883	1 649	2 629
Post-retirement benefit obligations		16 648	19 804	23 957		20 463	20 463	20 463	21 860	23 391
Sub Total - Other Municipal Staff		260 735	303 087	335 384	335 290	379 680	379 680	405 871	444 404	475 384
% increase	4		16.2%	10.7%		13.2%		6.9%	9.5%	7.0%
Total Parent Municipality		283 880	327 714	362 605	366 292	410 681	410 681	438 442	479 021	512 174
% increase	4		15.4%	10.6%	1.0%	12.1%		6.8%	9.3%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		283 880	327 714	362 605	366 292	410 681	410 681	438 442	479 021	512 174
% increase	4		15.4%	10.6%	1.0%	12.1%		6.8%	9.3%	6.9%
TOTAL MANAGERS AND STAFF	5	269 333	312 140	345 927	346 840	391 230	391 230	417 681	457 040	488 905

Western Cape: Oudtshoorn(WC045) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		4 825	5 454	5 866	6 497	4 699	4 699	6 664	7 144	7 658
Pension and UIF Contributions		288	317	252	857	266	266	45	48	51
Medical Aid Contributions		91	90	115	361					
Motor Vehicle Allowance		1 932	1 826	1 937	722	200	200	2 221	2 381	2 553
Cellphone Allowance			596	563	361	50	50	597	640	686
Housing Allowances					226					
Other benefits and allowances		61	53	48		42	42	95	102	109
Sub Total - Councillors		7 197	8 336	8 783	9 024	5 258	5 258	9 622	10 315	11 058
% increase	4		15.8%	5.4%	2.7%	(41.7%)		83.0%	7.2%	7.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 369	2 362	2 395	4 614	5 498	5 498	5 808	6 389	7 028
Pension and UIF Contributions		5	4	4	640	273	273	1 073	1 180	1 298
Medical Aid Contributions		22	43	60	269	241	241	200	220	242
Overtime										
Performance Bonus					539					
Motor Vehicle Allowance		412	202	168	303	188	188			
Cellphone Allowance		10	11	11	236	208	208			
Housing Allowances		76	78	72	135	82	82			
Other benefits and allowances		30	27	28				115	126	139
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 924	2 728	2 738	6 736	6 491	6 491	7 195	7 915	8 706
% increase	4		(6.7%)	0.4%	146.0%	(3.6%)		10.9%	10.0%	10.0%
Other Municipal Staff										
Basic Salaries and Wages		85 950	96 921	96 573	101 160	115 393	115 393	120 710	130 519	139 280
Pension and UIF Contributions		14 876	16 283	15 446	17 388	16 676	16 676	18 185	19 464	20 770
Medical Aid Contributions		5 990	7 211	8 184	8 174	7 764	7 764	10 367	11 108	11 867
Overtime		5 610	5 725	9 193	4 322	5 921	5 921	4 240	4 546	4 859
Performance Bonus										
Motor Vehicle Allowance		4 046	4 338	4 735	4 777	4 484	4 484	4 169	4 470	4 778
Cellphone Allowance		523	864	764	351	803	803	435	466	499
Housing Allowances		676	737	835	783	1 118	1 118	1 035	1 110	1 186
Other benefits and allowances		21 744	25 317	37 045	17 466	19 241	19 241	25 629	27 469	29 361
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		139 416	157 395	172 775	154 420	171 399	171 399	184 770	199 151	212 601
% increase	4		12.9%	9.8%	(10.6%)	11.0%		7.8%	7.8%	6.8%
Total Parent Municipality		149 536	168 458	184 296	170 180	183 148	183 148	201 588	217 381	232 365
% increase	4		12.7%	9.4%	(7.7%)	7.6%		10.1%	7.8%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		149 536	168 458	184 296	170 180	183 148	183 148	201 588	217 381	232 365
% increase	4		12.7%	9.4%	(7.7%)	7.6%		10.1%	7.8%	6.9%
TOTAL MANAGERS AND STAFF	5	142 339	160 122	175 513	161 156	177 890	177 890	191 965	207 066	221 307

Western Cape: Bitou(WC047) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 663	3 272	3 272	3 605	3 605	3 605	3 853	4 104	4 370
Pension and UIF Contributions		107	129	150	165	165	165	179	191	203
Medical Aid Contributions		79	87	91	97	97	97	92	98	104
Motor Vehicle Allowance		729	550	447	521	521	521	556	592	631
Cellphone Allowance		203	232	330	338	338	338	339	361	385
Housing Allowances		263	440	477	562	562	562	576	613	653
Other benefits and allowances										
Sub Total - Councillors		4 043	4 710	4 767	5 289	5 289	5 289	5 595	5 959	6 346
% increase	4		16.5%	1.2%	11.0%			5.8%	6.5%	6.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 684	6 087	5 956	5 621	6 037	6 037	7 689	8 187	8 720
Pension and UIF Contributions		401	711	466	466	622	622	633	674	717
Medical Aid Contributions		240	424	131	124	176	176	156	162	172
Overtime		19	62	59						
Performance Bonus										
Motor Vehicle Allowance		288	538	1 031	1 230	1 256	1 256	1 243	1 324	1 410
Cellphone Allowance		58	113	137		108	108	164	175	186
Housing Allowances		26	37	43	128	128	128			
Other benefits and allowances		80	183	(1)	1 199	897	897	28	30	32
Payments in lieu of leave		990	169	181						
Long service awards		28								
Post-retirement benefit obligations		413		267						
Sub Total - Senior Managers of Municipality		6 228	8 325	8 268	8 769	9 224	9 224	9 912	10 551	11 237
% increase	4		33.7%	(0.7%)	6.1%	5.2%		7.5%	6.4%	6.5%
Other Municipal Staff										
Basic Salaries and Wages		61 679	71 628	78 590	102 573	100 532	100 532	112 873	125 887	135 837
Pension and UIF Contributions		8 701	9 893	11 676	15 980	15 310	15 310	17 343	19 161	20 700
Medical Aid Contributions		7 978	8 368	9 697	15 302	14 351	14 351	16 081	17 234	18 306
Overtime		4 026	5 485	6 404	3 161	6 996	6 996	3 657	3 855	3 838
Performance Bonus										
Motor Vehicle Allowance		5 005	5 347	5 151	8 209	7 488	7 488	8 345	9 233	9 891
Cellphone Allowance		647	807	890	1 093	844	844	1 019	1 088	1 158
Housing Allowances		531	436	383	1 038	1 415	1 415	1 917	2 065	2 131
Other benefits and allowances		3 563	7 158	5 802	4 052	6 400	6 400	6 488	7 061	7 495
Payments in lieu of leave		2 036	3 625	1 986	3 034	2 958	2 958	3 382	3 769	4 067
Long service awards		589	713	513	727	727	727	757	787	
Post-retirement benefit obligations		7 955	9 245	4 681	10 137	9 886	9 886	13 536	15 376	17 090
Sub Total - Other Municipal Staff		102 711	122 705	125 772	165 307	166 908	166 908	185 399	205 516	220 513
% increase	4		19.5%	2.5%	31.4%	1.0%		11.1%	10.9%	7.3%
Total Parent Municipality		112 982	135 741	138 807	179 365	181 422	181 422	200 906	222 026	238 096
% increase	4		20.1%	2.3%	29.2%	1.1%		10.7%	10.5%	7.2%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		112 982	135 741	138 807	179 365	181 422	181 422	200 906	222 026	238 096
% increase	4		20.1%	2.3%	29.2%	1.1%		10.7%	10.5%	7.2%
TOTAL MANAGERS AND STAFF	5	108 939	131 031	134 040	174 076	176 133	176 133	195 311	216 067	231 750

Western Cape: Knysna(WC048) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 917	4 102	4 333	4 579	4 579	4 579	5 860	6 173	6 499
Pension and UIF Contributions		236	245	248	243	243	243	293	308	323
Medical Aid Contributions		69	58	25						
Motor Vehicle Allowance		1 407	1 440	1 475	1 579	1 579	1 579	1 689	1 774	1 862
Cellphone Allowance		279	394	393	416	416	416	445	468	491
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 908	6 240	6 474	6 817	6 817	6 817	8 288	8 722	9 176
% increase	4		5.6%	3.8%	5.3%			21.6%	5.2%	5.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 730	5 818	5 380	6 689	5 508	5 508	6 160	7 333	7 999
Pension and UIF Contributions		403	518	395	510	368	368	688	826	1 099
Medical Aid Contributions		61	109	70	113	68	68	100	106	113
Overtime										
Performance Bonus		675	807	883	870	992	992	1 039	1 106	1 177
Motor Vehicle Allowance		285	411	333	466	336	336	290	309	329
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		504	305	212	238	223	223	148	157	167
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 658	7 969	7 274	8 887	7 494	7 494	8 425	9 837	10 884
% increase	4		40.8%	(8.7%)	22.2%	(15.7%)		12.4%	16.8%	10.6%
Other Municipal Staff										
Basic Salaries and Wages		83 819	89 551	99 170	110 945	111 610	111 610	114 709	130 408	139 258
Pension and UIF Contributions		14 574	16 395	18 152	20 647	20 663	20 663	22 694	24 129	25 684
Medical Aid Contributions		8 227	8 947	9 600	12 591	12 591	12 591	12 761	13 583	14 459
Overtime		10 491	13 239	14 328	11 252	12 151	12 151	14 959	7 948	8 342
Performance Bonus		6 793	7 506	8 358	9 156	9 163	9 163	10 025	10 678	11 374
Motor Vehicle Allowance		3 442	3 958	4 171	4 394	3 815	3 815	3 715	3 947	4 194
Cellphone Allowance										
Housing Allowances		1 493	1 700	1 822	2 031	2 045	2 045	2 647	2 820	3 004
Other benefits and allowances		4 826	5 456	5 461	5 598	5 709	5 709	6 081	6 140	6 535
Payments in lieu of leave		2 969	2 653	1 772	1 091	1 104	1 104	1 559	1 665	1 778
Long service awards		1 553	1 183	903	1 872	1 872	1 872	1 056	1 109	1 164
Post-retirement benefit obligations		8 078	3 366	3 954	8 274	8 274	8 274	4 425	4 646	4 878
Sub Total - Other Municipal Staff		146 267	153 956	167 690	187 851	188 997	188 997	194 631	207 073	220 671
% increase	4		5.3%	8.9%	12.0%	0.6%		3.0%	6.4%	6.6%
Total Parent Municipality		157 832	168 164	181 438	203 554	203 307	203 307	211 344	225 633	240 731
% increase	4		6.5%	7.9%	12.2%	(0.1%)		4.0%	6.8%	6.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		157 832	168 164	181 438	203 554	203 307	203 307	211 344	225 633	240 731
% increase	4		6.5%	7.9%	12.2%	(0.1%)		4.0%	6.8%	6.7%
TOTAL MANAGERS AND STAFF	5	151 924	161 925	174 964	196 737	196 491	196 491	203 056	216 911	231 555

Western Cape: Eden(DC4) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages			5 199	5 341	6 021	5 901	5 901	5 950	6 378	6 889
Pension and UIF Contributions			107	129	146	146	146	171	183	198
Medical Aid Contributions			107	211	214	214	214	273	300	336
Motor Vehicle Allowance			1 223	1 531	1 747	1 667	1 667	1 240	1 240	1 302
Cellphone Allowance			282	313	368	368	368	315	337	364
Housing Allowances										
Other benefits and allowances			50					500	500	500
Sub Total - Councillors			6 968	7 525	8 496	8 296	8 296	8 449	8 938	9 589
% increase	4			8.0%	12.9%	(2.4%)		1.8%	5.8%	7.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages			3 266	3 915	3 509	3 554	3 554	3 716	4 058	4 391
Pension and UIF Contributions			417	712	707	652	652	687	750	812
Medical Aid Contributions			61		54	57	57	63	68	74
Overtime										
Performance Bonus			507	364	500	546	546	554	599	648
Motor Vehicle Allowance			369	619	489	572	572	507	549	594
Cellphone Allowance			12	46	23	33	33	33	35	38
Housing Allowances			84	87	84	84	84	84	91	98
Other benefits and allowances								200	216	234
Payments in lieu of leave				63				62	68	73
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 716	5 806	5 366	5 498	5 498	5 906	6 434	6 962
% increase	4			23.1%	(7.6%)	2.5%		7.4%	8.9%	8.2%
Other Municipal Staff										
Basic Salaries and Wages		59 110	86 917	59 682	59 551	59 872	59 872	62 094	65 211	70 718
Pension and UIF Contributions		10 734	18 332	17 892	13 240	12 451	12 451	14 001	14 894	16 115
Medical Aid Contributions		6 699	13 993		9 163	8 395	8 395	9 381	10 246	11 272
Overtime		1 057	1 460	1 367	1 144	1 263	1 263	1 255	1 342	1 452
Performance Bonus		(327)	(147)	(28)						
Motor Vehicle Allowance		8 208	8 241	7 438	5 461	6 098	6 098	5 050	5 464	5 912
Cellphone Allowance		2	133	(46)	149	131	131	358	379	410
Housing Allowances		604	823	558	554	726	726	884	888	961
Other benefits and allowances		658	2 822		2 099	1 343	1 343	1 522	1 646	1 782
Payments in lieu of leave		3 794	6 511	333	4 671	4 430	4 430	4 892	5 147	5 409
Long service awards		922	158					377	408	442
Post-retirement benefit obligations			2 095	5 092		5 582	5 582			
Sub Total - Other Municipal Staff		91 461	141 338	92 288	96 032	100 291	100 291	99 814	105 626	114 473
% increase	4		54.5%	(34.7%)	4.1%	4.4%		(0.5%)	5.8%	8.4%
Total Parent Municipality		91 461	153 022	105 619	109 894	114 085	114 085	114 169	120 998	131 024
% increase	4		67.3%	(31.0%)	4.0%	3.8%		0.1%	6.0%	8.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		91 461	153 022	105 619	109 894	114 085	114 085	114 169	120 998	131 024
% increase	4		67.3%	(31.0%)	4.0%	3.8%		0.1%	6.0%	8.3%
TOTAL MANAGERS AND STAFF	5	91 461	146 054	98 094	101 398	105 789	105 789	105 720	112 060	121 435

Western Cape: Laingsburg(WC051) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 079	1 900	2 336	2 453	2 453	2 453	2 619	2 802	2 998
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			267							
Cellphone Allowance		65		180	180	180	180	171	183	183
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 144	2 166	2 516	2 633	2 633	2 633	2 790	2 985	3 181
% increase	4		1.1%	16.1%	4.7%			6.0%	7.0%	6.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 598	2 047	2 156	2 261	2 261	2 261	2 618	2 806	3 000
Pension and UIF Contributions		86	123	148	170	170	170	243	243	243
Medical Aid Contributions		25	90	15	104	104	104	104	104	104
Overtime										
Performance Bonus										
Motor Vehicle Allowance		182	232	232	263	263	263	290	290	290
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		117	162	19	21	21	21			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			46	70	97	97	97			
Sub Total - Senior Managers of Municipality		2 008	2 699	2 640	2 916	2 916	2 916	3 255	3 443	3 637
% increase	4		34.4%	(2.2%)	10.5%			11.6%	5.8%	5.6%
Other Municipal Staff										
Basic Salaries and Wages		5 800	6 939	7 779	9 529	9 529	9 529	12 057	12 057	12 057
Pension and UIF Contributions		744	883	1 079	1 366	1 366	1 366	1 691	1 691	1 691
Medical Aid Contributions		209	227	318	617	617	617	714	714	714
Overtime		262	372	346	506	506	506	636	636	636
Performance Bonus										
Motor Vehicle Allowance		157	299	381	405	405	405	638	638	638
Cellphone Allowance		21	12							
Housing Allowances		25	21	23	26	26	26	126	126	126
Other benefits and allowances		367	255	94	108	108	108	115	115	115
Payments in lieu of leave								19	19	19
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		7 585	9 008	10 020	12 558	12 558	12 558	15 996	15 996	15 996
% increase	4		18.8%	11.2%	25.3%			27.4%		
Total Parent Municipality		11 736	13 874	15 176	18 107	18 107	18 107	22 040	22 424	22 814
% increase	4		18.2%	9.4%	19.3%			21.7%	1.7%	1.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		11 736	13 874	15 176	18 107	18 107	18 107	22 040	22 424	22 814
% increase	4		18.2%	9.4%	19.3%			21.7%	1.7%	1.7%
TOTAL MANAGERS AND STAFF	5	9 593	11 707	12 660	15 474	15 474	15 474	19 251	19 439	19 633

Western Cape: Prince Albert(WC052) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 184	2 309	2 450	2 582	2 582	1 809	1 935	2 071	2 216
Pension and UIF Contributions							105	112	120	128
Medical Aid Contributions										
Motor Vehicle Allowance							533	571	611	653
Cellphone Allowance							135	156	167	179
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 184	2 309	2 450	2 582	2 582	2 582	2 774	2 969	3 176
% increase	4		5.8%	6.1%	5.4%			7.5%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 014	1 500	1 746	2 822	2 822	2 822	2 962	3 170	3 392
Pension and UIF Contributions			127		22	22	22	10	10	11
Medical Aid Contributions			23							
Overtime										
Performance Bonus				142	232	232	232			
Motor Vehicle Allowance		268	201					201	215	230
Cellphone Allowance			30	30				54	58	62
Housing Allowances			18					18	19	21
Other benefits and allowances		275								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 557	1 898	1 918	3 076	3 076	3 076	3 245	3 472	3 715
% increase	4		(25.7%)	1.0%	60.3%			5.5%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		5 633	6 940	8 022	8 057	7 769	7 769	9 225	9 921	10 684
Pension and UIF Contributions		1 097	754	1 037	1 244	1 313	1 313	1 369	1 478	1 593
Medical Aid Contributions			193	1 092	689	504	504	761	820	883
Overtime		641	672	570	700	513	513	572	620	669
Performance Bonus										
Motor Vehicle Allowance		605	59	95	95	110	110	54	65	70
Cellphone Allowance			7	38	76	76	76	74	78	80
Housing Allowances		27	(7)	78	73	139	139	117	119	125
Other benefits and allowances										
Payments in lieu of leave		343	159	113	70	70	70	60	75	80
Long service awards		8	57	70	69	69	69	69	75	81
Post-retirement benefit obligations		117	139	100	100	100	100	100	100	100
Sub Total - Other Municipal Staff		8 471	8 973	11 215	11 173	10 663	10 663	12 401	13 351	14 366
% increase	4		5.9%	25.0%	(0.4%)	(4.6%)		16.3%	7.7%	7.6%
Total Parent Municipality		13 212	13 181	15 584	16 830	16 320	16 320	18 420	19 791	21 257
% increase	4		(0.2%)	18.2%	8.0%	(3.0%)		12.9%	7.4%	7.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 212	13 181	15 584	16 830	16 320	16 320	18 420	19 791	21 257
% increase	4		(0.2%)	18.2%	8.0%	(3.0%)		12.9%	7.4%	7.4%
TOTAL MANAGERS AND STAFF	5	11 028	10 872	13 134	14 248	13 738	13 738	15 645	16 823	18 081

Western Cape: Beaufort West(WC053) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		2 696	2 633	3 078	3 349	3 349	3 349	3 459	3 667	3 887
Pension and UIF Contributions		208	193	289	251	251	251	339	359	381
Medical Aid Contributions		24	38	41	46	46	46	47	49	52
Motor Vehicle Allowance		770	711	676	790	790	790	830	880	933
Cellphone Allowance		238	318	271	340	340	340	292	309	328
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 936	3 894	4 356	4 776	4 776	4 776	4 967	5 265	5 581
% increase	4		(1.1%)	11.9%	9.6%			4.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 089	3 029	3 910	4 724	4 724	4 724	5 064	5 453	5 870
Pension and UIF Contributions		475	493	546	562	562	562	637	685	736
Medical Aid Contributions		46	31	26	27	27	27	30	31	33
Overtime		3	3							
Performance Bonus		412	359	392	513	513	513	661	707	756
Motor Vehicle Allowance		414	348	423	444	444	444	540	540	540
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave		147	23							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 586	4 286	5 297	6 270	6 270	6 270	6 931	7 416	7 935
% increase	4		(6.5%)	23.6%	18.4%			10.6%	7.0%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		41 338	47 954	53 367	63 286	63 248	63 248	61 472	65 738	70 302
Pension and UIF Contributions		8 536	6 549	7 461	10 056	9 844	9 844	10 082	10 778	11 522
Medical Aid Contributions		1 074	1 147	1 159	1 281	1 281	1 281	1 347	1 441	1 543
Overtime		2 316	3 266	3 196	1 935	1 935	1 935	1 594	1 705	1 824
Performance Bonus										
Motor Vehicle Allowance		944	1 237	1 285	2 005	2 005	2 005	1 583	1 717	1 860
Cellphone Allowance										
Housing Allowances		252	246	271	270	272	272	885	947	1 013
Other benefits and allowances		1 153	1 656	116	1 254	1 254	1 254	1 457	1 558	1 668
Payments in lieu of leave		954	517	622	200	200	200	300	318	337
Long service awards		366	276	647	310	310	310	452	479	507
Post-retirement benefit obligations		815	780	4	931	931	931	850	901	955
Sub Total - Other Municipal Staff		57 749	63 628	68 128	81 529	81 281	81 281	80 020	85 582	91 531
% increase	4		10.2%	7.1%	19.7%	(0.3%)		(1.6%)	7.0%	7.0%
Total Parent Municipality		66 271	71 808	77 782	92 575	92 327	92 327	91 918	98 263	105 047
% increase	4		8.4%	8.3%	19.0%	(0.3%)		(0.4%)	6.9%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 271	71 808	77 782	92 575	92 327	92 327	91 918	98 263	105 047
% increase	4		8.4%	8.3%	19.0%	(0.3%)		(0.4%)	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	62 335	67 914	73 426	87 799	87 551	87 551	86 951	92 998	99 467

Western Cape: Central Karoo(DC5) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
R thousands		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages		3 214	2 978	3 074	3 428	3 428	3 428	3 668	4 664	5 510
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 214	2 978	3 074	3 428	3 428	3 428	3 668	4 664	5 510
% increase	4		(7.3%)	3.2%	11.5%			7.0%	27.2%	18.1%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 931	2 603	2 446	2 635	2 635	2 635	2 793	2 960	3 138
Pension and UIF Contributions				377	480	480	480	508	539	571
Medical Aid Contributions					52	52	52	55	58	61
Overtime										
Performance Bonus										
Motor Vehicle Allowance				472	412	412	412	437	463	491
Cellphone Allowance				18	9	9	9	10	10	11
Housing Allowances										
Other benefits and allowances					38	38	38	40	43	45
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 931	2 603	3 313	3 625	3 625	3 625	3 842	4 073	4 317
% increase	4		(11.2%)	27.3%	9.4%			6.0%	6.0%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		14 702	16 732	18 349	7 537	8 481	8 481	10 614	8 119	9 503
Pension and UIF Contributions		2 789	2 937	2 786	633	633	633	422	392	359
Medical Aid Contributions		397	410	248	605	608	608	239	236	232
Overtime		592	955	529	3	8	8	5	5	5
Performance Bonus										
Motor Vehicle Allowance		950	971	572	311	311	311	253	227	199
Cellphone Allowance		163	9	(9)	1	1	1	1	1	0
Housing Allowances		125	116	119	46	48	48	64	64	64
Other benefits and allowances		93	159	85	5	5	5	7	4	2
Payments in lieu of leave		2 178	461	1 042	1 021	991	991	897	897	897
Long service awards		(128)	(77)	(185)	30	64	64	65	65	65
Post-retirement benefit obligations		428	259	249	600	600	600	350	350	350
Sub Total - Other Municipal Staff		22 289	22 931	23 783	10 791	11 750	11 750	12 918	10 360	11 677
% increase	4		2.9%	3.7%	(54.6%)	8.9%		9.9%	(19.8%)	12.7%
Total Parent Municipality		28 434	28 513	30 170	17 844	18 803	18 803	20 428	19 096	21 504
% increase	4		0.3%	5.8%	(40.9%)	5.4%		8.6%	(6.5%)	12.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		28 434	28 513	30 170	17 844	18 803	18 803	20 428	19 096	21 504
% increase	4		0.3%	5.8%	(40.9%)	5.4%		8.6%	(6.5%)	12.6%
TOTAL MANAGERS AND STAFF	5	25 220	25 534	27 096	14 415	15 375	15 375	16 760	14 432	15 994